

MATERNITY AND PATERNITY LEAVE



DriveTime knows how important it is for parents to bond with their new baby.

For this reason, we offer the following paid leave to employees with at least one year of employment as of the date that their leave begins.

MATERNITY LEAVE

Payor	Less Than One Year of Service	Between One and Three Years of Service	Three or More Years of Service
MetLife Short-Term Disability (STD) Insurance	60% of eligible earnings as approved by the STD plan	60% of eligible earnings as approved by the STD plan	60% of eligible earnings as approved by the STD plan
DriveTime	N/A	40% of eligible earnings while you are receiving STD benefits If STD approved claim period is less than eight weeks, DriveTime will pay 100% of eligible earnings from end of STD to eight weeks after delivery	40% of eligible earnings while you are receiving STD benefits If STD approved claim period is less than eight weeks, DriveTime will pay 100% of eligible earnings from end of STD to 12 weeks after delivery

Note: You can add your newborn onto your insurance plan(s) within 31 days of the newborn's date of birth. Refer to page 5 for details.

MATERNITY LEAVE EXAMPLE

- Juanita **delivers her baby on January 7, 2020.**
- Juanita has **four years of service** with DriveTime on the day she delivers her baby.
- Her annual base rate of pay is **\$40,000 on January 7. In 2019 she earned \$500 in bonus.**
- **STD is approved for six weeks** beginning on January 7.
- Her eligible earnings are \$778.85 ($\$40,000 + \$500 = \$40,500 / 52 \text{ weeks} = \778.85).

First two weeks: January 7–January 21 is the 14-day waiting period for benefits to begin. Juanita can use her PTO during these two weeks to be paid.

Next four weeks: January 22–February 18, Juanita is paid \$467.31 ($\$778.85 \times 60\%$) weekly for the next four weeks by MetLife and \$311.54 (the balance of the $\$778.85 - \467.31) weekly for the next four weeks by DriveTime

Next six weeks: February 25–March 31, Juanita will be paid \$778.31 by DriveTime

Total leave: 12 weeks

Total paid: MetLife: \$1,869.24

DriveTime: \$5,916.02

PATERNITY LEAVE

Employees will receive two weeks at 100% pay.